



Human
Wellness

HEALTH SAFETY & ENVIRONMENT POLICY



1. Introduction

Mega has set high standards for Health, Safety and Environment (HSE). We believe in building a long term and sustainable business which is aligned with the 'Human Wellness' and 'We Care' goals of Mega.

HSE is the foundation for long term health of the Company and its associates. Mega considers' HSE as a cornerstone of its healthcare and other business activities. Mega has a sincere belief to protect its employees, Business Assets, Environment, Resources and other stakeholders' interests.

HSE occupies remains a sincere objective in the entire spectrum of Mega's activities ranging from manufacturing to Distribution and After sales Market operations.

Directors, Management and staff are equally responsible for maintaining good health, safety and environmental practices in their respective areas of operation/ responsibility.

2. Scope and Applicability

The policy applies to Mega Lifesciences Public Company Limited and its Subsidiaries and Associates and any of the employees employed in the company or with 3rd parties on secondment basis.

Mega shall comply with the Health, Safety Environment laws of the country of operation and shall be aligned with the applicable laws, industry codes and international management standards for environment such as ISO 14001.



The policy is to be implemented globally throughout the group, with amendments as required by local laws or regulations wherever these may be more stringent.

3. Framework

3.1 Sustainability

Our Company Culture requires working for sustainability through safeguarding the long term health of our environment, company and the communities affected by it on a day to day basis.

While the Directors and Management are committed to maintain sustainability, all the employees too shall reflect this in their regular business dealings. HSE matters shall share the same priority as the business matters/ decisions in regular course.

3.2 Good Health

Mega Cares for its Directors, Management and Employees and encourages to maintain and improve health and wellbeing by promoting healthy dietary choices, banning substance abuse, tobacco free work places where legally possible.

Management and Employees are encouraged to take part in 'Good Health By Yourself' programs such as

- Dietary advice to promote healthy food choices
- Health Checkups
- Physical activities like Company marathons, Soccer matches, etc

Management tries to build healthy work places and employee friendly work policies which help the employees manage work-life balance and drive up the satisfaction and engagement of employees.

Management promotes safety practices in the work places by enforcing certain rules including head gear, etc.

Each person in Mega is encouraged to share the HSE practices to help create a safe, healthy and sustainable work place.

3.3 Mega We Care – Environment Friendliness

Mega aims to optimize the use of natural resources and to minimize the impact of its operations, activities and products on the environment.



Mega aims to do its best to minimize the environmental foot print through 'Reduce-Reuse-recycle'.

➤ **Efficient use of energy**

Mega shall strive to reduce the energy consumption by promoting efficiency in operations including switching lights and office/ laboratory equipment if not required.

Administration/ facilities teams shall consider the use of energy in an efficient manner.

Manufacturing and other projects shall consider efficiency and use of renewable energy and return on investment measures shall be defined to include paybacks from investment in energy efficient purchases.

➤ **Reduction of Green House gases**

Mega shall sincerely try to reduce travel through implementation/ adoption of teleconferencing options if available and acceptable.

Sales and/ or Distribution teams shall adopt efficient route plans and automation of field visits shall optimize the travels.

Sales meetings shall be held only as and when necessary.

➤ **Recycling and reduction of waste**

Waste shall be avoided by recycling resources like paper and avoid printing. For example, Email shall carry a text to print the mails or attachments only if necessary.

Product packaging etc shall be designed in an optimal manner to avoid wastages.

Manufacturing shall ensure recycling of resources and latest technology like energy efficient machines, equipment, water treatment technology, etc to avoid wastages of electricity, water and other resources.

3.4 Mega shall strive to create responsible partners by ensuring that the partners follow the HSE regulations and guidelines to the maximum extent possible. Quality and Operations teams shall ensure that parameters are built in the partner selection checklists/ forms.



4. Compliance

Mega shall comply with HSE related laws and the guidelines by ISO 14001 in the locations as applicable.

Mega shall participate in industry networks to explore the possibility of improvement in HSE practices and create a sustainable set up.

5. Educate and Engage

Mega shall educate its employees on HSE practices on a regular basis. The Company shall engage consultants to explore the possibility of improvement in the practices and reporting of such practices. Mega shall prepare a sustainability report and the report shall cover the company's performance related to HSE practices.

6. Continuous improvement

Mega shall aim to improve the HSE standards continuously. The Company shall publish the achievements in the Sustainability report and also set objectives to achieve in the future. This is to ensure continuous improvement in the standards.

7. Breach of Policy

Breach of this policy shall be dealt with by the Management and may even involve termination of employment if the nature of breach is serious and if the management is of the opinion. All Directors, Executives, employees and associates including suppliers, joint ventures partners, consultants and service providers shall comply with this code in addition to any specific requirements as per the Agreements signed with Mega. IN the event of discrepancy between this Code and the Agreements/ documents, the Agreements/ documents shall prevail.

Mega Lifesciences is committed to resolved concerns from stakeholders and would encourage to raise the concerns at audit.committee@megawecare.com or to whistleblow@megawecare.com. Company will follow the principles laid down in Non-Retaliation Policy before during the course of and after such complaints.

We do not tolerate retaliation against an employee or stakeholder who files a non-compliance incident report. Each report is and will be diligently investigated and appropriate remediation measures taken to prevent further wrongdoing and penalize aberrations in the past, to the extent such acts are determined in the inquiry to be in the nature of misconduct.